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# Maine Apprenticeship Program FAQs for Apprentices, 2013

Maine Department of Labor

Bureau of Employment Services

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**What Is Registered Apprenticeship?**

It is formal, nationally-recognized, occupational training provided primarily through structured on-the-job learning and supplemented with formal courses in theory, academics and technology. The on-the-job learning component is provided by the employer and follows specific occupational skill standards. Required courses may be taken at a community college, but in some cases may be provided directly by the sponsor or other training institutions. Apprenticeable occupations are those that require a minimum of one year, but up to five or more years of hands-on practical learning to become proficient.

**Can Anyone Become An Apprentice?**

Anyone the employer/sponsor wants to hire and train can become an apprentice providing the following criteria is met:

- An employment and training agreement between apprentice and sponsor is put in place
- The employer/sponsor is registered with the Maine Apprenticeship Program
- The apprentice is registered with the Maine Apprenticeship Program

Applying for an apprenticeship is the same as applying for a job. Sponsors are seeking individuals who are committed to learning the full spectrum of skills both on and off the job. Some apprentices will be expected to take required courses on their own time and to pay part of the course costs. The employer/sponsor agrees to provide wage increases as apprentices' complete required courses and gain skill proficiency through on-the-job learning.

**In Addition Apprentices Must:**

- Be at least 16 years old (18 years old for certain occupations and/or employers).
- Have attained a High School Diploma or GED.
- Be physically and intellectually capable of performing the work and successfully completing required courses.

**What Is Expected of An Apprentice?**

Apprentices are expected to work full time, efficiently learn the complete range of skills outlined in their schedule of work experience, complete required courses with a grade of C or better, and effectively apply the knowledge learned.

**How Do I Find Out About Apprenticeship Openings?**

We ask employer/sponsors to list their apprenticeship openings on the Maine Job Bank. You can register for the Maine Job Bank online at no cost at [www.mainecareercenter.com](http://www.mainecareercenter.com). Some sponsors list apprenticeship openings on their own websites and most union sponsors hold recruitment orientations throughout the year at their training centers. In some cases, apprentices are recruited through the Maine CareerCenters. In most cases, applicants are required to take aptitude assessments and may be required to successfully complete pre-training to meet the entry-level requirements.

**Can I Get a List of Companies That Sponsor Apprenticeship?**

More than 250 employers sponsor apprenticeship but not all of them have openings; therefore, we do not provide individual sponsor names unless they are actively recruiting new apprentices and have requested that we do so.

**What Are The Benefits of Apprenticeship?**

- Lets you to earn a competitive wage while learning occupational skills.
- Results in a national, industry-recognized skill certificate and, in some cases, an Associate's degree.
- Pays up to 50 percent of the cost of tuition for required related-instruction courses.
- Guarantees incremental wage increases as you gain skill proficiency and complete required courses.
- Lets you apply classroom learning (academic, technical and theoretical) to actual job situations.

**How Can I Get an Employer to Sponsor Me As an Apprentice?**

Sponsors invest considerable time and money in training apprentices. They seek individuals with genuine occupational interests and aptitudes, who are committed to learning new skills on-the-job and through formal classes, and who are reliable, responsible, self-directed workers.